

# 2017 Gender Pay Gap Reporting

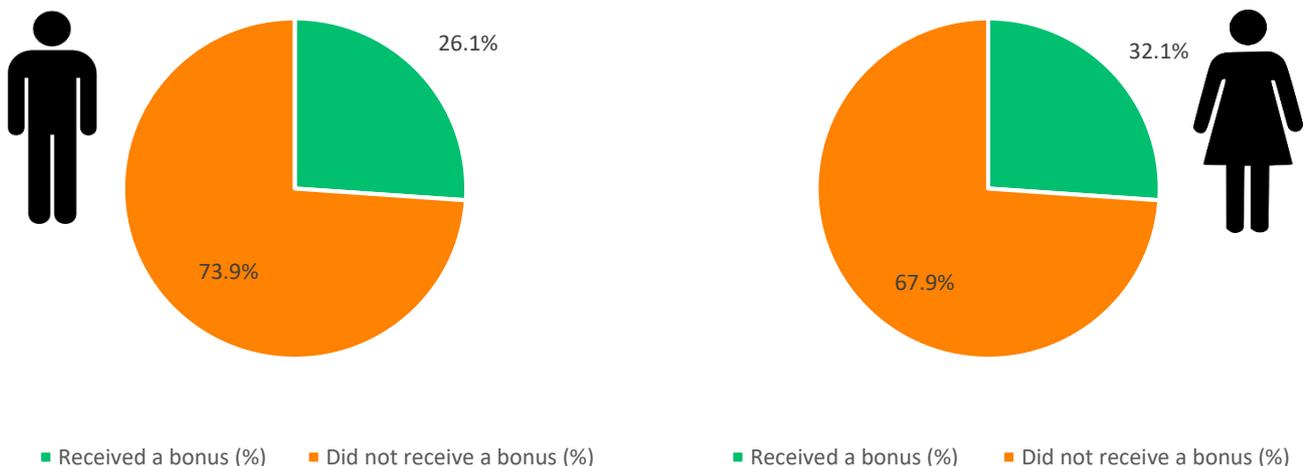
West Midlands Trains are committed to eliminating discrimination and encouraging diversity amongst our workforce, which will be truly representative of all sections of society.

## Pay & Bonus Gap

	Difference Between Men and Women	
	Mean	Median
Hourly Rate	16.5%	14.1%
Bonus Paid	6.1%	8.5%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in the year up to April 2017.

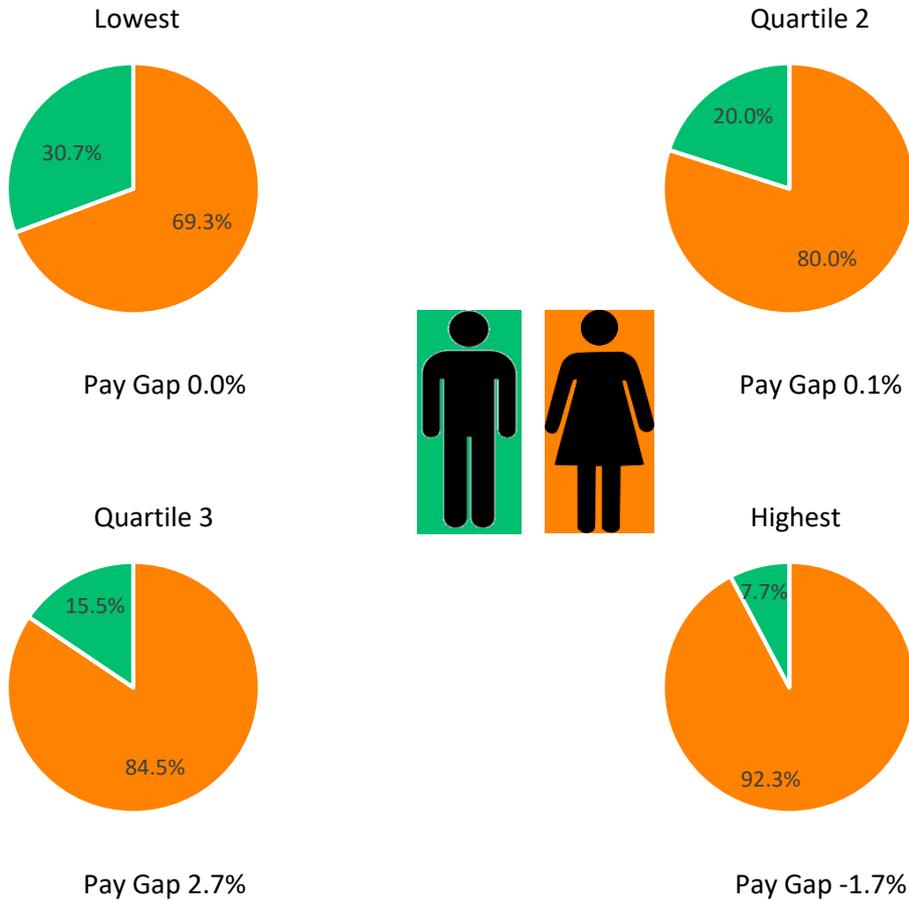
## Proportion of colleagues awarded a bonus up to April 2017



This shows a 6% difference between men and women being paid a bonus.

## Pay Quartiles

The below charts highlight the gender distribution at West Midlands Trains across four equally sized quartiles, each containing just over 625 colleagues.



West Midlands Trains is an employer of choice for the local area and is committed in ensuring all our employees are rewarded equally and fairly, irrespective of their Gender or any other protected characteristic.

We are confident that men and women are equally paid for doing equivalent jobs across the business as these salaries are achieved through collective bargaining with our 4 trade unions. Whilst we have a mean differential of 16.5% between genders, West Midlands Trains is committed to attracting more females into our higher paid operational roles.

I can confirm that the data report is accurate.

Adrian Thompson  
Human Resources Director